

The MQs for an **Adoptions Supervisor II** are:

- Completion of an approved two-year graduate curriculum in social work (MSW) and either:
- Two years of experience in California state service performing the duties of an Adoptions Supervisor I; or,
- Four years of experience in a supervisory, consultative, or administrative capacity in the field of child or family social services or adoptions.

Applicants must show proof of degree (MSW) prior to an appointment to these positions.

HOW DO I FIND OUT ABOUT THE EXAMS?

Adoptions Specialist candidates must submit a State application (Form STD. 678) to CDSS, 744 P Street, MS 15-59, Sacramento, CA 95814. Applications may be submitted at any time. Applicants will be contacted when the next exam is scheduled. The exam process consists of an interview using predetermined job-related questions.

Applications for **Adoptions Supervisor I and II** exams are accepted only when the exam is offered.

Examination announcements for CDSS are available at the State Personnel Board in Sacramento, local Employment Development Department offices,

and CDSS offices. Examination announcements may also be obtained by contacting the CDSS Personnel Bureau at (916) 657-1762 or by accessing the Internet at www.dss.cahwnet.gov/.

HOW DO I GET A HIRING INTERVIEW?

Individuals who pass the exam are placed on an employment eligibility list in rank order of final examination score. Names of individuals who appear in the first three ranks are considered reachable for hire and may be contacted for a hiring interview. Interested candidates must submit a separate application for each vacancy. Job vacancies are also listed in the Capitol Weekly, or at www.dss.cahwnet.gov/.

Note that the list of candidates is only valid for 12 months.

EMPLOYEE BENEFITS

- Annual Merit Salary Increases
- Retirement Plan
- Paid Sick Leave
- Paid Vacation Days
- 12 Paid Holidays
- 1 Personal Holiday
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Bereavement Leave
- Maternity/Paternity Leave
- Non-Industrial Disability Insurance
- Employee Assistance Program
- Regional Offices Located Statewide
- Upward Mobility Opportunities
- Training Opportunities

PAY SCALES

Adoptions Specialist

Range A \$3321-4139/month

Range B \$3639-4548/month

Adoptions Supervisor I

\$4746-5726/month

Adoptions Supervisor II

\$5211-6286/month

WHERE ARE CDSS ADOPTION OFFICES LOCATED?

- Arcata (Eureka)
- Chico
- Fresno
- Monterey Park (LA)
- Oakland
- Rohnert Park (Santa Rosa)
- Sacramento

California State Government – An Equal Employment Opportunity employer – Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.



STATE OF CALIFORNIA
Arnold Schwarzenegger, Governor
HEALTH AND HUMAN SERVICES AGENCY
Kimberly Belshé, Secretary
DEPARTMENT OF SOCIAL SERVICES
Dennis J. Boyle, Director

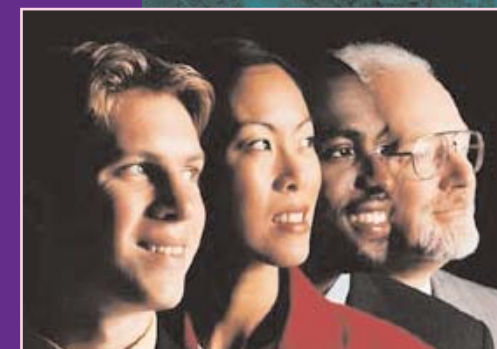
www.childsworld.ca.gov

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CDSS
CALIFORNIA
DEPARTMENT OF
SOCIAL SERVICES

ADOPTIONS SERVICES BUREAU



Career OPPORTUNITIES

Adoptions Specialist

Adoptions Supervisor I

Adoptions Supervisor II

The California Department of Social Services'

MISSION

The mission of the California Department of Social Services (CDSS) is to serve, aid, and protect needy and vulnerable children and adults in ways that strengthen and preserve families, encourage personal responsibility, and foster independence.



THE ADOPTIONS BRANCH ADOPTIONS SERVICES BUREAU

The CDSS Adoptions Services Bureau (ASB) facilitates adoption of children who need permanent homes by providing direct Agency and Independent adoption services through seven regional offices located throughout the State. All seven offices provide Independent services and five of the offices also provide Agency services. Collectively, the seven regional offices operate the third largest adoption agency in California.

The ASB provides Agency services for 27 counties in California. The services focus exclusively on the placement of court dependent children, the majority of whom have special needs.

The ASB also provides Independent services for 55 counties. Independent or private adoptions are private transactions initiated by the parties of the adoption.

WHAT KIND OF WORK DOES AN ADOPTIONS SPECIALIST PERFORM?

An **Adoptions Specialist** performs casework and support services for children, families and birth parents in the Independent and Agency adoption programs.

Services include a full range of adoption functions, such as: assessing prospective parents' suitability; assessing adoptability of children; providing birth parent and post placement services; technical application of adoption and child welfare

laws, regulations, and policies; case record management; and making adoption recommendations to the court.

WHAT KIND OF WORK DOES AN ADOPTIONS SUPERVISOR I AND II PERFORM?

An **Adoptions Supervisor I** is the first supervisory level. Incumbents supervise a group of Adoptions Specialists in the provision of adoption services in the Agency and Independent adoption programs within a regional office and reports to an Adoptions Supervisor II.

An **Adoptions Supervisor II** is a full supervisory level. Incumbents plan, organize, coordinate, and direct the activities of staff providing services in the adoption programs. This class serves as an overall office manager responsible for the total operation and performance of a regional office.

HOW DO I QUALIFY FOR AN ADOPTIONS SPECIALIST AND/OR ADOPTIONS SUPERVISOR I AND/OR II POSITION?

There are four steps to the hiring process. These steps involve:

1. Meet the Minimum Qualifications (MQs) for taking an examination;
2. Take and pass the examination;
3. Apply and interview for an advertised position; and
4. Accept a job offer.

WHAT ARE THE MINIMUM QUALIFICATIONS TO APPLY FOR THESE POSITIONS?

Applicants for the **Adoptions Specialist** exam must meet the MQs by the final filing date stated on the most current exam bulletin.

The MQs for an **Adoptions Specialist** are:

- Completion of an approved two-year graduate curriculum in social work [Master's of Social Work (MSW)]

Candidates enrolled in the final semester or quarter of graduate work will be admitted into the examination but will not be appointed until the degree has been conferred.

The MQs for an **Adoptions Supervisor I** are:

- Completion of an approved two-year graduate curriculum in social work (MSW) and either:
 - Two years of experience in California state service performing the duties of an Adoptions Specialist, Range B; or,
 - Two years of experience in a supervisory, consultative, or administrative capacity in the field of child or family social services or adoptions.

